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[REDACTED]

10 June 1952

Acting Assistant Director (Personnel)

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1. I am in receipt of a telegram dated 17 June, 3:40 P. M., from [REDACTED] "My commitments to University prevent my coming to Washington prior to July 7th. Suggest [REDACTED] and [REDACTED] as persons Bill will accept. Sorry I cannot help out this time." This telegram is in answer to a telephone conversation between [REDACTED] and me in reference to the proposed hearing on certain complaints concerning you which have been brought to the attention of the Acting Assistant Director (Personnel), the Deputy Director of Training (General), and the Personnel Director.

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2. As a result of conversations between you and me, the following procedure had been generally agreed to:

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a. That [REDACTED] jointly hear any specific complaints in connection with your activities, and that insistence be made that the complaints be specific; these complaints to be reduced to writing and submitted to you.

b. That you be given an opportunity to reply specifically to these complaints to [REDACTED]

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c. That as a result of the above two steps, [REDACTED] and [REDACTED] report their findings to the Assistant Director (Personnel).

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d. That the Assistant Director (Personnel) then determine subsequent course of action.

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3. Thereafter, I consulted with [REDACTED] on the above procedures. A suggestion was made by him that he and [REDACTED] pick a third psychologist, agreeable to you, to attend the hearing described in Paragraph 3. [REDACTED] therefore suggested the names of [REDACTED] and [REDACTED].

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4. In view of the fact that [REDACTED] will not be available until 7 July, I request that you advise me whether you wish the above hearing to be conducted without [REDACTED] and an outside consultant, or whether you wish the hearing conducted after 7 July with [REDACTED] and an outside consultant. I also request you to advise me whether or not you desire that an outside consultant be

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brought in. The only purpose of a third consultant would be to assure you of a completely objective and impersonal hearing. If the above procedures are not acceptable to you, I shall be glad to consider an alternative suggestion.

5. It is also requested that you submit to me in writing your views as to your future employment in this Agency. In this connection, I would like to make clear my stand on the question of your promotion. In view of the legal action that you took, which is contrary to CIA Regulations and which could result in embarrassment to this Agency, and in view of the complaints which have been brought to the attention of the Assistant Director (Personnel), the Personnel Director, and the Deputy Director of Training (General), which might have a bearing on your executive and administrative competence, I told you that I would not favorably consider your promotion at this time if this promotion were based on your work for the Office of Training or the Office of Personnel. The legal suit and the above complaints are specifically concerned with the Office of Training and the Office of Personnel, and I would be derelict in my duty to the Agency if I approved your promotion until a hearing had been completed and advice from General Counsel received. However, if you choose to take another position in the Agency where your work had no specific connection with the Office of Training or the Office of Personnel, I shall treat any promotion recommendations for you originated by that office in the same manner that I would treat the promotion request for any employee.

6. In view of recent misunderstandings between us on procedural matters, I feel it advisable that hereafter any actions or suggested actions connected with your employment in this Agency be submitted in writing.

SIGNED

MATTHEW BAIRD

cc: General Counsel ✓

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